



United Learning
The best in everyone™

Briefing Pack for Applicants

Cover Supervisor

November 2025

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Section 1 - Post Advertisement



Barnsley Academy

The best in everyone™

Part of United Learning

Job title:	Cover Supervisor
Location:	Barnsley Academy, Farm Road, Kendray, Barnsley, S70 3DL
Starting salary:	Band 2 FTE of £25,700 - £27,500 gross per annum pro rata (actual of £22,176 - £23,729 gross per annum)
Contract:	Permanent, full-time, 37.5 hours per week, 39 working weeks
Start date:	As soon as possible

Barnsley Academy is seeking to appoint a dedicated and hardworking Cover Supervisor to complement our existing team. Main duties will be to supervise whole classes during the short-term absence of the class teacher under the guidance of work set from teaching/senior staff. This will include the implementation of work programmes, manage student behaviour and assist students in relevant activities.

The recent Ofsted report (January 2025) highlights that “the school is a welcoming and vibrant place”, “is aspirational for what pupils can achieve”, and “has high expectations for pupils’ behaviour.” Inspectors noted that “Leaders know the school well”, “ensure that staff have the support and training that they need”, and that “staff feel supported by the school.” Barnsley Academy is a UNICEF Gold Rights Respecting school, reflecting our commitment to achieving equity for all students, leading to the best possible personal and academic outcomes.

Please watch our Welcome Video to find out how our values of Ambition, Determination and Respect underpin everything that staff and students do here at Barnsley Academy: [Barnsley Academy > Video](#)

The academy is part of United Learning, a national group of schools and academies. Barnsley Academy is an 11-16 secondary. As part of United Learning our aim is to bring out ‘the Best in Everyone’ and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.

United Learning is one of the largest and most successful Trusts in the country who offers unrivalled Continuing Professional Development (CPD) and training, including opportunities for nationwide networking.

We will offer you:

- Highly competitive pay.
- Excellent facilities and resources in a respectful working environment.
- Access to an outstanding professional development programme.
- Polite, respectful and dedicated students who want to learn and fulfil their potential.
- Colleagues who are supportive, friendly and who are committed to each other’s professional development.
- A chance to become part of one of the largest groups of schools in the country with opportunities to work collaboratively with colleagues in schools within the Yorkshire cluster and across United Learning.

- Excellent employee benefits which include a highly sought-after pension scheme with high employer contributions, a paid personal leave day each year, and a generous staff discount scheme.
- Three extra INSET days for planning per year.
- Access to a free and confidential Employee Assistance Programme (EAP) and Health Cash Plan.
- Access to training through the Apprenticeship Levy.
- We are open to requests for flexible or part-time working; and we encourage open and regular conversations about work-life balance.

The successful candidate will be:

- Confident in their ability to manage a whole class of students within the age range 11 to 16.
- Able to communicate appropriately and effectively with young people.
- Able to manage behaviour in the classroom to ensure students remain engaged in set work.
- Flexible to work throughout the school within different departments and with different age ranges daily.
- Someone who shares our moral purpose of ensuring that all of our young people receive the best education possible in a supportive environment from people who care about them.
- Someone who is passionate about teaching and learning and who will inspire our students to achieve their potential.
- Act as a role model to students so professionalism and confidentiality will be key attributes.

If you possess these qualities and share the academy's vision then we will be delighted to hear from you. Please refer to the job description and person specification for further details.

How to Apply:

To apply, please click the 'Apply Now' button at the top of the advert on our website using the following link to our vacancies page: [Barnsley Academy > About Us > Vacancies](#) and complete our online application form. Please note that CVs are not accepted.

Closing Date, Shortlisting and Interviews:

The following gives an indication of the planned timescales for the appointment process (*shortlisting and interview dates may be subject to change*):

Application Closing Date	By midnight on Sunday, 30 November 2025
Shortlisting	Monday, 1 December 2025
Interviews	Thursday 4 December 2025

If you would like to discuss this exciting opportunity, please contact hr@unitedlearningyorks.org.uk

United Learning is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employees will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers, health, right to work in the UK, an Enhanced DBS check and a further check against the appropriate barred list.

Section 2 – United Learning

Barnsley Academy is part of United Learning which is a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our Subject Specialists, Group-wide Intranet, our own curriculum and online learning portal all help us share knowledge and resource, which supports simplifying work processes and managing workloads for an improved work-life balance.

As a Group we can reward our staff better, we provide good career opportunities, better pay, employee benefits and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing. Our academies each have at least eight INSET/training days per year (with three of those solely dedicated to planning) and an ongoing group-wide wellbeing programme. It is an ethos we call 'the Best in Everyone'.

We are working hard to become a more diverse organisation, which is key to our commitment to bringing out 'the Best in Everyone'. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

<https://unitedlearning.org.uk/>

Section 3 – Letter from the Regional Director

Dear Candidate

Thank you very much for your interest in the role within the Yorkshire United Learning Cluster. The cluster itself is a close-knit group of four Secondary Academies: Barnsley Academy, Sheffield Park Academy, Sheffield Springs Academy and Fir Vale Academy, who work alongside a number of local Primary Academies; all from within the United Learning Trust.

The cluster is well-established and has excellent support from locally based cluster central services. These cover Business Management, HR, IT and Site/Estate Facilities. They are led by an Executive Business Manager. This provides our Academies with excellent trained advice and support in these areas; this benefits the leadership and wider staff of every Academy.

United Learning Trust is a national organisation serving Primary and Secondary Academies, all-through Academies, and Independent Schools. Our ethos is, “the Best in Everyone”. This is a useful phrase that sums up the work and focus of the organisation. Every decision taken is done with this aim in mind: for staff, for students and for the community. The Trust values of Respect, Determination and Ambition are driven through the Character Programme, which each Academy has carefully interpreted in their own way. The Trust attributes of Creativity, Confidence and Enthusiasm are demonstrated at every level.

United Learning, and Academies within the Yorkshire Cluster, demonstrate a strong commitment to staff CPD and staff wellbeing. If you join our schools, you will be inducted, supported, and developed in a deliberate way from before you even take up post. Our status as an Academy Trust enables highly competitive rates of pay progression and our employee schemes, such as Perkbox, are an attractive feature of employment.

Above everything, we put young people first and seek to recruit adults who share this view. We work with students, parents, and families to provide a structured, supportive experience that enables them to achieve as well as they possibly can and become excellent scholars and rounded individuals. We insist on classrooms and corridors that are respectful, orderly places where everyone is expected to display positive and mature attitudes.

Applying for a new job is a huge investment of time and emotional energy. The recruitment decision has to be right for employee and employer. I would encourage you to seek out any information you need in order to make the important decision to apply, and we welcome visits to our schools in advance of applications wherever this might be helpful.

I do wish you the very best with your application and thank you again for considering s.

Best wishes,

Laura Moore
Regional Director
United Learning

Section 4 – Letter from the Principal of Barnsley Academy



Dear Candidate

Thank you very much for your interest in joining Barnsley Academy. I am extremely proud to call myself Principal of this wonderful school and to lead such a dedicated and highly skilled staff team.

Barnsley Academy is a thriving, inclusive secondary school at the heart of our local community. As part of United Learning, we are committed to delivering an education with character—one that nurtures academic excellence, personal development, and a strong sense of belonging. We serve a diverse student population and are proud of our inclusive ethos, high expectations, and relentless focus on ensuring every child achieves their full potential.

Barnsley Academy is a place where professional growth is supported, and every member of our team plays a vital role in shaping the future of our students and our school. Our staff are passionate, collaborative, and deeply committed to making a difference.

We are an outward-facing school, learning from outstanding schools both within the group and beyond. We are unapologetic about our high standards and unashamedly ambitious for all of our students and we are on a journey to becoming a great school with excellence as standard. As part of this journey, we have created a culture that is warm and strict, disciplined and joyful, and ensures disruption-free classrooms, so that teachers can teach and students can develop both their knowledge and character.

In addition, we are committed to staff wellbeing and have a wide-reaching wellbeing programme in place. We listen to the views of our staff team and strive to make Barnsley Academy a brilliant place to work for all, ensuring workload is considered and carefully balanced to ensure staff have the greatest possible positive impact on the young people of our school.

Location

Our academy is located close to Barnsley town centre, with excellent connections to wider transport networks. The M1 motorway is just minutes away, whilst strong rail links are in place with connections to cities like Sheffield, Leeds and Huddersfield.

If you are aligned with our mission and values, we very much look forward to hearing from you and would be delighted to welcome you for a visit should you wish to have a look round before applying for the post.

Good luck with your application and thank you again for considering Barnsley Academy as the next stage in your career.

Best wishes,

Stephen Pitcher
Principal
Barnsley Academy

Section 5 – Job Description



Job Description

Post title	Cover Supervisor
Salary	Band 2
Responsible to	Senior Cover Supervisor
Responsible for	There are no direct line management responsibilities associated with this role.
Role purpose	Supervision of whole classes during the short-term absence of the class teacher under the guidance of teaching/senior staff, including implementation of work programmes, managing student behaviour and assisting students in relevant activities.
Relevant qualifications	• Minimum GCSE or equivalent Level 2 in literacy and numeracy. • Training and experience of relevant learning strategies. • Experience of working with and supervising young people.

The postholder must, at all times, carry out their duties and responsibilities within the spirit of United Learning Trust and academy policies and procedures, and within the legislative framework applicable to academies.

Role Summary

To supervise whole classes during the short-term absence of the class teacher under the guidance of teaching/senior staff, including implementation of work programmes, managing student behaviour and assisting students in relevant activities.

To assist students and teachers with their daily tasks and to ensure the areas within the are maintained to a high standard.

Key Responsibilities

Curriculum Support

- To provide structured, purposeful and appropriate short-term cover to support learning activities.
- To deliver pre-prepared programmes of study provided by curriculum staff in the event of staff absence.
- To understand the aims, content, teaching strategies and intended outcomes for lessons.
- Recognise own strengths and areas of expertise and use these to advise and support others.

- Identify students with Special Educational Needs and Disability (SEND) and work appropriately with Learning Support.
- Implement agreed learning activities/teaching programmes, adjusting activities according to student responses/needs.
- Monitor and evaluate students' responses to learning activities through observation and planned recording of achievement against pre-determined learning objectives.
- Support the use of ICT in learning activities and develop students' competence and independence in its use.
- Provide objective and accurate feedback and reports as required to the teacher on student achievement, progress and other matters, ensuring the availability of appropriate evidence.
- Be responsible for keeping and updating records as agreed with the curriculum staff, contributing to systems/records as requested.
- Promote positive values, attitudes and good student behaviour, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour.
- Provide general support, for example, administer coursework, produce worksheets for agreed activities, etc.

Student Support

- Establish productive working relationships with students, acting as a role model and setting high expectations.
- Promote the inclusion and acceptance of all students within the classroom.
- Support students consistently whilst recognising and responding to their individual needs.
- Encourage students to interact and work cooperatively with others and engage all students in activities.
- Promote independence and employ strategies to recognise and reward achievement of self-reliance.
- Provide feedback to students in relation to progress and achievement.

Other

- With support, develop your skills to manage student behaviour and promote effective learning in line with the academy's behaviour policy to promote a positive learning environment.
- To work flexibly on a day-to-day basis and work on a support basis when not required for cover purposes.
- To use administrative systems for registration, monitoring and assessment purposes.
- To actively participate in the academy's pastoral system and cover registration as required.
- To carry out duties as required.
- To accompany field trips and visits as required.

Support for the Academy

- Work within an established discipline policy to anticipate and manage behaviour constructively, promoting self-control and independence and employing strategies to recognise and reward achievement.
- Participate in and contribute to in-school professional development programmes and undertake own research about appropriate and effective intervention strategies.
- Become familiar with and implement staff codes of conduct and relevant academy policies including those for child protection, equal opportunities, inclusion, behaviour and homework.
- Attend and contribute to meetings which relate to the role.
- Comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person.

- Work closely with the academy staff to ensure that the regulations and requirements of the external examination boards are met.

General

- Develop excellent working relationships with colleagues internally, centrally and externally.
- Be an effective and flexible member of the team.
- Ensure any documentation produced is to a high standard and is in line with the in-house style.
- Participate in training and other learning activities as required.
- Participate in the Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- To represent academies at events as appropriate.
- To support and promote academy and United Learning's ethos, playing a part in strengthening relationships between academies in the cluster and between the cluster and central office.
- To be aware of, and comply with, United Learning's policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To actively participate in continuous professional development and act as a positive role model across the academies and Trust.
- The above duties are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Principal and Human Resources.
- This job description will be kept under review and may be amended via consultation with the individual, Principal and Human Resources as required. Trade Union representatives will be welcome in any such discussions.

Information

This post may require the post-holder to have a degree of flexibility and willingness to work outside of normal working hours.

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to play in the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings have therefore, been used in which case all the usual associated duties are included in this job description.

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the post-holder.

Elements of this job description and changes to it may be negotiated at the request of either the post-holder or the incumbent of the post.

I accept my job description and job title as detailed above.

Name (print)	
Sign	
Date	

Section 6 – Person Specification



Person Specification			
Post title	Cover Supervisor		
Salary	Band 2		
Education and Qualifications	Essential	Desirable	
GCSE Grade C (or equivalent) or above in English and Maths	X		
Evidence of appropriate and recent professional development related to the nature of the post.	X		
A relevant Degree		X	
Experience	Essential	Desirable	
Prior experience supporting young people in an educational setting.	X		
Prior experience working as a cover supervisor/HLTA in a school environment.	X		
Prior experience contributing to the personal and social development of young people.	X		
Prior experience of presenting information to an audience.	X		
Knowledge and Skills	Essential	Desirable	
Knowledge and understanding of education curriculum.	X		
Knowledge of Schools Management Information Systems (for example, SIMS).	X		
Good awareness of safeguarding children/child protection legislation.	X		
Excellent word processing skills (Microsoft Word).	X		
Experience in the use of electronic communications e.g. e-mail.	X		
Understanding of the educational sector.	X		
Ability to be creative to respond to a fast-paced environment.	X		
Personal Attributes	Essential	Desirable	
Able to make connection between their work and the benefits to students.	X		
Good written and verbal communication skills.	X		
Ability to prioritise and manage workload while maintaining a flexible response to urgent requests.	X		
Good interpersonal skills and ability to work with staff and stakeholders at all levels.	X		
A pleasant disposition and ability to stay calm under pressure.	X		
Demonstrate a positive team approach to work.	X		
Methodical approach to work tasks with key emphasis on accuracy.	X		
To have a willingness to participate in the whole school approach to mentoring pupils and play an active role as directed by line manager.	X		

Section 7 – The Appointment Process

These notes are intended to guide you when making an application.

The Application Form

The application form is accessible via the 'Apply' link on the job advertisement. Please complete the application form neatly, fully and accurately, including exact dates. You are requested to submit a concise application. CVs are not accepted.

Education and Training

State your qualifications and any training you have undertaken relevant to the post.

Present Appointment

Make it clear what your present post is, which establishment you work in and who your employer is.

Previous Appointment

When completing this section it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work.

Referees

Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. Reference will be taken if the candidate is successfully short-listed for interview. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.

The Supporting Statement

The supporting statement is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post.

Arrangements for Interview

Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the school website/s prior to attending the interview.

The Interview

Candidates will be invited to interview at the school during which time they will have the opportunity to meet staff and students and see the school at work.

Feedback

Feedback is offered to those candidates who are shortlisted, interviewed and not recommended for appointment. It is hoped that this information will help you with future applications.

Section 8 – Visitors/Contacts for Barnsley Academy



Barnsley Academy

The best in everyone™

Part of United Learning

Barnsley Academy
Farm Road
Kendray
Barnsley
South Yorkshire
S70 3DL

Website: www.barnsley-academy.org

Email: enquiries@barnsley-academy.org

Telephone: 01226 284606

Barnsley Academy is an 11-16 secondary and is Ofsted rated 'Good'. As part of United Learning our aim is to bring out 'the Best in Everyone' and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.